

EMPLOYMENT OF RELATIVES

The Santa Cruz County Superintendent of Schools desires to maximize staff and community confidence in district hiring, promotion, and other employment decisions by promoting practices that are free of conflicts of interest or the appearance of impropriety.

The County Superintendent prohibits the appointment of any person to a position for which his/her relative maintains management, supervisory, evaluation, or promotion responsibilities and prohibits an employee from participating in any decision that singularly applies to any of his/her relatives.

For purposes of this policy, relative includes the individual's spouse, domestic partner, parents, grandparents, great-grandparents, children, grandchildren, great-grandchildren, brothers, sisters, aunts, uncles, nieces, nephews, and the similar family of the individual's spouse or domestic partner.

In addition, the Superintendent or designee may determine, on a case-by-case basis, whether to appoint a person to a position in the same department or facility as an employee with whom he/she maintains a personal relationship when that relationship has the potential to create:

1. an adverse impact on supervision, safety, security, or morale of other county office employees or;
2. a conflict of interest for the individuals involved which is greater because of the their relationship than it would be for another person.

An employee shall notify his/her supervisor within 30 days of any change in his/her circumstances that may constitute a violation of this policy.

LEGAL REFERENCE

EDUCATION CODE

35107: School district employees

FAMILY CODE

297-297.5: Rights, protections, benefits under the law; registered domestic partners

GOVERNMENT CODE

1090-1098: Prohibitions applicable to specified officers

12940: Unlawful employment practices

CODE OF REGULATIONS, TITLE 2

7292.0-7292.6: Marital status discrimination, especially:

7292.5: Employee selection

MANAGEMENT RESOURCES

WEB SITES

California Department of Fair Employment and Housing

<http://www.dfeh.ca.gov>

Institute for Local Government

<http://www.cacities.org/index.jsp?zone=ilsg>